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# About Diversity & Inclusion

Cleveland Clinic values a culture where caregivers integrate diversity and inclusion throughout the enterprise. We respect and appreciate our similarities and differences; they enable us to better serve our patients, one another, and our global communities.

Questions 216.444.2200

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Overview

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## Overview



DiversityInc. recognized Cleveland Clinic as one of America's top 5 hospital systems for diversity, noting its strong employee-resource groups.

## What is diversity?

Diversity encompasses qualities in three categories:

- Human (race, gender, sexual orientation, ethnicity, age)
- Cultural (language, religion, class, ethics, values)
- Systems (organizational role and function, geographic location, organizational culture)

## Why is diversity important at Cleveland Clinic?

Diversity plays a key role at Cleveland Clinic as well as all healthcare organizations because it affects interactions between employees and the patients and families served.

As a global healthcare provider and the largest employer in Northeast Ohio, diversity is an inherent aspect of interaction with patients, employees and the community.

## What is the purpose of the Office of Diversity?

The Office of Diversity & Inclusion provides strategic leadership for creating an inclusive organizational culture of patients, employees, business partners and the community. Initiatives focus on workforce demographics, education, pipeline development, economic development, economic initiatives/supplier diversity and cultural competency learning.

## How do we work to advance diversity at Cleveland Clinic?

Our efforts address diversity through:

- **Education:** Cultural competency training enables us to better serve and relate to our increasingly diverse patient population and to each other. Our cultural competency skill development increases knowledge, improves employee-

to-employee communication and impacts patient care.

- **Inclusion:** Diversity councils and Employee Resource Groups work to raise awareness and support Cleveland Clinic's employees, our community partners and patients we serve. They create growth opportunities to best serve our system, employees, patients and families.
- **Representation:** Recruitment and staff development efforts ensure that staff and employees at all levels represent the communities we serve and our global reach.
- **Suppliers:** Organizing our business process to promote minority participation reflective of the diverse business community will enhance economic growth in the communities we serve.

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Community Commitment

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